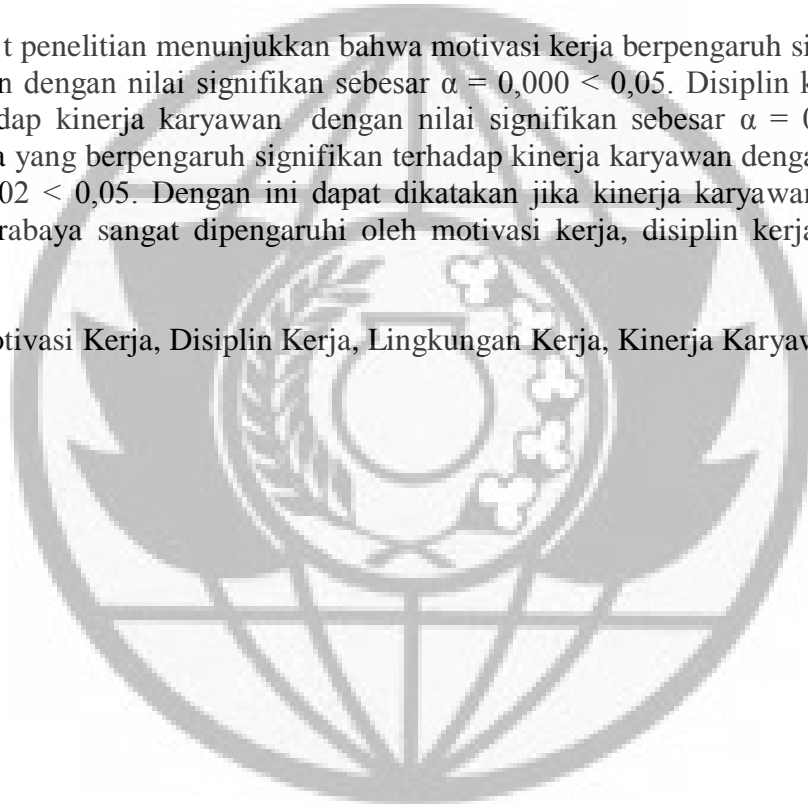


INTISARI

Penelitian ini bertujuan untuk mengetahui dan menganalisis motivasi kerja, disiplin kerja dan lingkungan kerja berpengaruh signifikan terhadap kinerja karyawan Pizza Hut Royal Plaza Surabaya. Metode penelitian dalam penelitian menggunakan metode pendekatan kuantitatif dan populasi yang digunakan dalam penelitian ini sebanyak 125 karyawan Pizza Hut Royal Plaza Surabaya dengan besar sampel yang diambil sebanyak 96 responden. Teknik pengambilan sampel penelitian ini menggunakan *probability sampling* dan pengumpulan data menggunakan kuisioner yang di bagikan pada karyawan Pizza Hut Royal Plaza Surabaya. Teknik analisis data yang di gunakan adalah uji instrumen dengan uji validitas dan uji reabilitas, asumsi klasi dan analisis regresi linier berganda dengan alat bantu aplikasi SPSS (Statistical And Service Solution).

Hasil uji t penelitian menunjukkan bahwa motivasi kerja berpengaruh signifikan terhadap kinerja karyawan dengan nilai signifikan sebesar $\alpha = 0,000 < 0,05$. Disiplin kerja berpengaruh signifikan terhadap kinerja karyawan dengan nilai signifikan sebesar $\alpha = 0,000 < 0,05$ dan lingkungan kerja yang berpengaruh signifikan terhadap kinerja karyawan dengan nilai signifikan sebesar $\alpha = 0,002 < 0,05$. Dengan ini dapat dikatakan jika kinerja karyawan pada Pizza Hut Royal Plaza Surabaya sangat dipengaruhi oleh motivasi kerja, disiplin kerja dan lingkungan kerja.

Kata Kunci : Motivasi Kerja, Disiplin Kerja, Lingkungan Kerja, Kinerja Karyawan



ABSTRACT

This research aimed to find out and analyze the effect of the working motivation, discipline and environment on the employees performance of Pizza Hut Royal Plaza, Surabaya. While, the research was quantitative. Moreover, the population was 125 employees of Pizza Hut Royal Plaza, Surabaya. In line with, there were 96 respondents with its data collection technique used probability sampling. Besides, the instrument used questionnaires which were given to employees of Pizza Hut Royal Plaza, Surabaya. In addition, the data analysis technique used instrument test with validity and reliability, classical assumption, and multiple linear regression with SPSS (Statistical And Service Solution). The research result, from t test, concluded working motivation had significant effect on the employees performance with significance of $\alpha = 0.000 < 0.05$. Likewise, working discipline had significant effect on the employees performance with significance of $\alpha = 0.000 < 0.05$. Besides, working environment had significant effect on the employees performance with significance of $\alpha = 0.002 < 0.05$. In brief, the employees performance of Pizza Hut Royal Plaza, Surabaya was affected by the working motivation, discipline, and its environment.

Keywords: working motivation, working discipline, working environment, employees performance.



ABSTRACT

This research aimed to find out and analyze the effect of the working motivation, discipline, and environment on the employees performance of Pizza Hut Royal Plaza, Surabaya. While, the research was quantitative. Moreover, the population was 125 employees of Pizza Hut Royal Plaza, Surabaya. In line with, there were 96 respondents with its data collection technique used probability sampling. Besides, the instrument used questionnaires which were given to employees of Pizza Hut Royal Plaza, Surabaya. In addition, the data analysis technique used instrument test with validity and reliability, classical assumption, and multiple linear regression with SPSS (Statistical And Service Solution).

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Keywords: Working Motivation, Working Discipline, Working Environment, Employees Performance



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